

GENDER AND ETHNICITY PAY GAP 2024/25



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GENDER PAY GAP 2024/25

Snapshot date 31 March 2024

INTRODUCTION

The following pages cover the Essex County Council Gender Pay Gap reporting for 2024/25. Like most comparable local authorities, our workforce is made up of mainly female employees, representing 73% of our overall workforce.

The mean average Gender Pay Gap for 2024/25 is 5.7% which represents a 3.2% decrease from last years report. The mean pay gap is the difference between the average hourly earnings of men and women.

The median average Gender Pay Gap for 2024/25 is 5.1% which represents a 5.9% decrease from last years report.

The reduction in the gender pay gap is a positive step but we know we have to do more to continue to decrease the gap.

Our commitment to diversity, equity, and inclusion is unwavering, and we acknowledge the importance of addressing this challenge head-on.

This includes:

- quarterly reviews at CLT on Gender progression and having meaningful discussions on where we have seen positive shifts in our workforce
- embedding a culture where diversity of thought and inclusive practices are the norm. Our Employee Networks play a pivotal role in educating the wider workforce on allyship and intersectionality
- deliver on our action plan as set out though our commitment as a White Ribbon accredited council

Further information on our gender profile as well as ongoing activity to help close our Gender Pay Gap follows in this document. I can confirm that the Gender Pay Gap reporting for Essex County Council has been completed following the department of equalities and associated guidance.

Nicole Wood
Chief Executive

Alison Woods
Director, People &
Organisation Development

2024 RESULTS (AS AT 31 MARCH 2024)

The Gender Pay Gap results for Essex County Council shows results moving in a positive direction. The mean average for 2024 demonstrates that on average women earn 5.7% less than men - this is down 3.2% since 2023. The median average is 5.1%, which is down by 5.9% since 2023.

The mean Bonus Pay Gap is -2.7%, the median 16.7%. The payments received relate only to employees who TUPE (Transfer of Undertakings Protection of Employment) into ECC, this group is 88% male, 12% female, meaning this is not comparable to previous years.

It's important to note that having a gender pay gap does not mean there is an equal pay issue. Equal pay means that there should be no difference in the pay and contractual terms of a woman and a man doing the same or similar work (or work of equal value) for the same employer. It is unlawful to pay people unequally because they are a man or a woman.

Gender Pay Gap

Mean (average)		Median (middle)	
5.7%	↓ -3.2	5.1%	↓ -5.9

Bonus Pay Gap

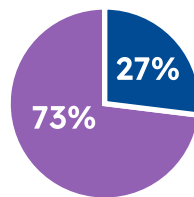
Mean (average)		Median (middle)	
-2.7%	↓ -2.7	19.7%	↑ 19.7

Proportion of Males and Females receiving a bonus payment

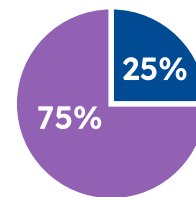
Male	Female
4.6%	0.17%

Proportion of males and females in each quartile band

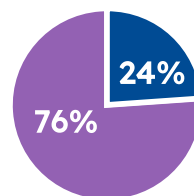
■ Male ■ Female



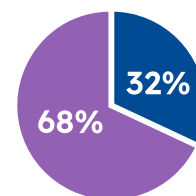
Lower quartile up to: £13.03 per hour



Lower middle quartile: £13.04 to £16.99 per hour



Upper middle quartile: £17.00 to £24.23 per hour



Upper quartile from: £24.24 per hour

WORKFORCE ANALYSIS BY GRADE

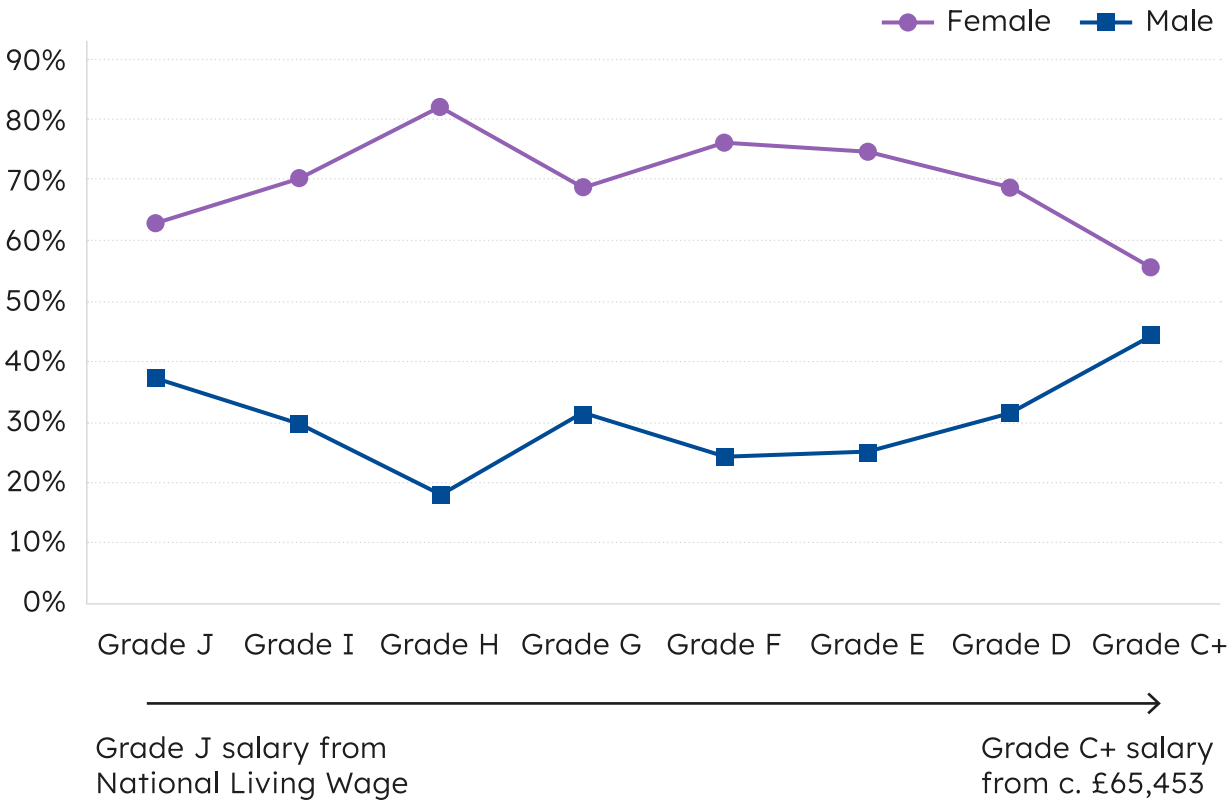
It's important to take into consideration the gender balance of the council. Overall, 73% of our employees are female, and each grade category is comprised of more female than male employees.

The Gender by grade category graph demonstrates that the volume of male employees increases to the more senior end of the grade categories. Although our workforce is comprised of more Women than Men, this creates an imbalance.

The volume imbalances of male employees from "Grade J" category (earning on average around £21,577) to the "Grade C+" category (earning over £65,453) means that the average earnings for male employees are going to be higher.

It's important to stress however, that this does not equate to an equal pay issue at ECC (where men could be paid more than women for doing the same job).

Gender Split of workforce by grade category (%)¹



¹ Please note this incorporates over 97% of employees. The remaining proportion are on differing pay scales due to the nature of their roles, and it would not be possible to compare like for like and they are therefore excluded.

WHAT ACTIONS ARE WE TAKING FORWARD

What does the Gender Pay Gap mean for ECC?

The gender pay gap, while often complex and multifaceted, remains a critical issue that demands our full attention and a proactive response. Our commitment to equality, diversity and inclusion is unwavering, and we acknowledge the importance of addressing this challenge head-on.

So what actions will be taking to address the gap

Bring forward internal reporting on our gender pay gap.

Our People Performance Pack contains key EDI metrics including Gender profiles. This cycle of review will help track and monitor progress on paygap for both Gender and Ethnicity.

Our Women In Leadership programme has yielded early success stories. To reach a wider workforce pool of women seeking senior leadership positions we will create a Community of Practice to support Women wanting to progress within the business

Having a recruitment process with the aim of rooting out any possible biases is good practice. We have started to use our workforce data to pilot diverse interview panels in identified functional areas so we have a more inclusive recruitment process.

BACKGROUND

Having a gender pay gap does not mean there is an equal pay issue.

Equal pay means that there should be no difference in the pay and contractual terms of a woman and a man doing the same or similar work (or work of equal value) for the same employer. It is unlawful to pay people unequally because they are a man or a woman.

Gender pay gap reporting requires organisations with 250 employees or more to report their pay gap.

There are six different measures with their own calculations.

A written statement, included in the introduction of this document, confirms the accuracy of the calculations as per the Equality Act (Gender Pay Gap information) regulations 2017.

The reported figures are based on a “Snapshot” date of the 31 March 2024 as per the Gender pay gap reporting requirements.

Public sector organisations must publish their report on the government website as well as their own website by 30 March 2025. The retention period for this report will be three years

Agency workers and those contracted via third party’s are not included in the dataset. All other relevant employees are included.

The definition and calculations required (which we have followed) can be found at:

www.gov.uk/guidance/gender-pay-gap-reporting-guidance

ETHNICITY PAY GAP 2023/24

Snapshot date 31 March 2023

INTRODUCTION

In March 2022, the government committed to issuing guidance to support employers to calculate their ethnicity pay and to take meaningful action on the findings.

In April 2023, the guidance was [released](#).

Much of the guidance – including the methodology for calculations – mirrors the approach set out for gender pay gap reporting. We are using the March 2023 Gender Pay Gap snapshot data.

From the guidance “Ethnicity pay reporting is, however, much more complex than gender pay reporting. While gender pay analysis only involves a comparison between 2 groups, ethnicity pay analysis can potentially involve many more ethnic groups, depending on how ethnically diverse a workforce is”

The following pages cover the Essex County Council Ethnicity Gap reporting for 2023/24. Our workforce is made up of mainly White British employees, representing 65.8% of our overall workforce. It is for this reason we have set White British as the reference group.

Ethnic Category	Workforce Percentage
Ethnically Diverse	16.1%
White British	65.8%
Prefer not to say/unknown	18.1%

Ethnically Diverse Ethnicities

- Asian – Bangladeshi
- Asian – Chinese
- Asian – Indian
- Asian – Pakistani
- Black or Black British – African
- Black or Black British – Caribbean
- Black or Black British – Other
- Mixed – White and Asian
- Mixed – White and Black African
- Mixed – White and Black Caribbean
- Mixed – Other
- Other
- White – Irish
- White – Other

2023 RESULTS (AS AT 31 MARCH 2023)

White British is the largest ethnicity in Essex County Council, it is for this reason we have set it as the reference group.

Note: Excludes Prefer No To Say/Unknown.

Mean Pay Gap

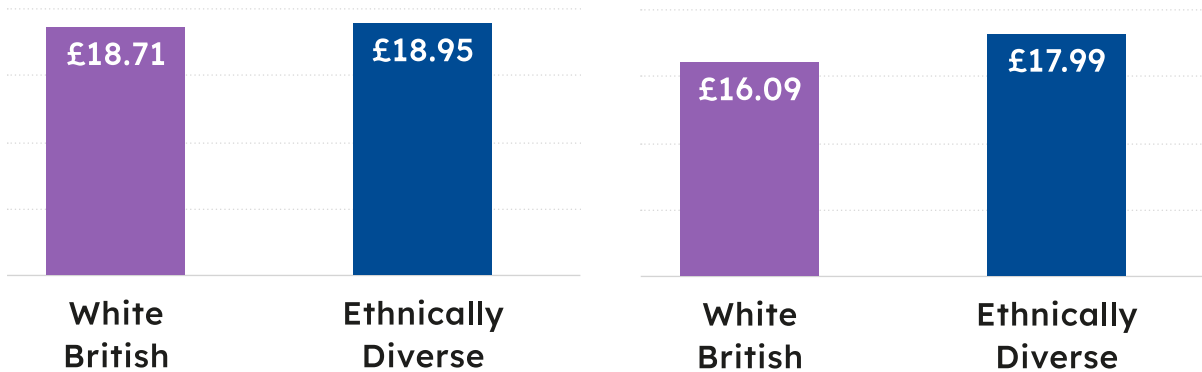
The mean average for 2023 demonstrates that on average Ethnically Diverse employees earn **1.3% more** than White British employees

This means for every £1.00 earned by a White British employee an Ethnically Diverse Employee earns £1.01

Median Pay Gap

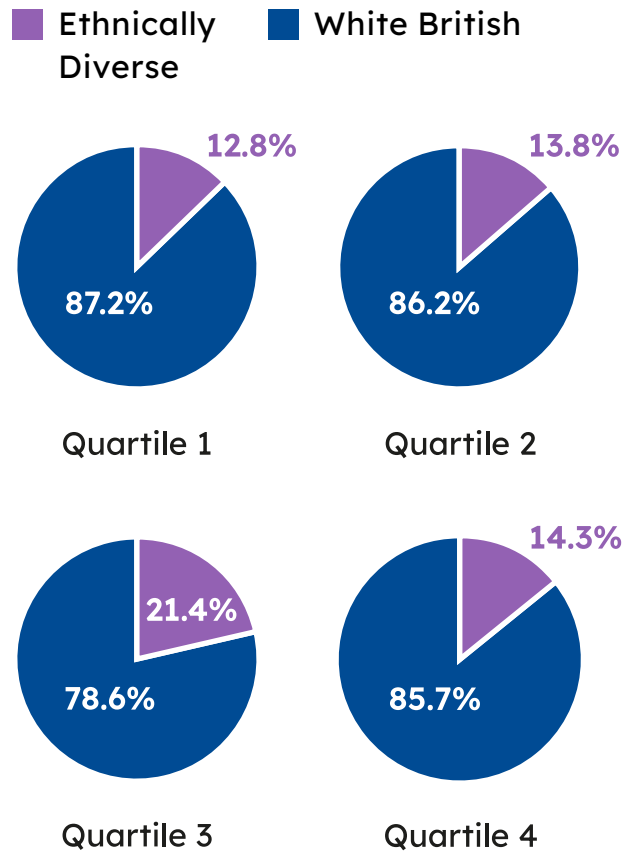
The median for 2023 demonstrates that Ethnically Diverse employees earned **11.8% more** median pay than White British employees

This means for every £1.00 earned by a White British employee an Ethnically Diverse Employee earns £1.19



Pay Quartiles

The workforce divided into four equal-sized groups based on hourly pay rates, with Q1 including the lowest-paid 25% of employees and Q4 covering the highest-paid 25%. For there to be no pay gap, there would need to be an equal ratio of Ethnically Diverse to White British in each quartile.



COMPARING ETHNICITIES

The matrix allows us to compare Median Pay across all ethnicities, the matrix is comparing the left column with the top row.

	Asian	Black	Mixed	Other	White Diverse	PNTS/ Unknown	Ethnically Diverse
Asian		-9.3%	3.5%	11.0%	-17.4%	8.0%	-9.2%
Black			11.7%	18.6%	-7.4%	15.9%	0.1%
Mixed				7.8%	-21.6%	4.7%	-13.1%
Other					-31.9%	-3.3%	-22.7%
White Diverse						21.7%	7.0%
White British	-2.4%	-11.9%	1.2%	8.9%	-20.2%	5.8%	-11.8%
PNTS/ Unknown							-18.7%

The matrix demonstrates that Asian employees earned 9.3% less median pay than Black employees.

White British earned 20.2% less than White Diverse.

The biggest gap is between Other and White Diverse, Other earning 31.9% less.

WHAT ACTIONS ARE WE TAKING FORWARD

Embed Ethnicity Pay Gap Reporting

- commit to publishing the Ethnicity Pay Gap every year in line with Gender Pay Gap reporting
- though overall the pay gap for ethnicity is positive, there are differentials within ethnicity that will need further analysis
- encourage our workforce to update their ethnicity record, this additional data providing a more robust data set

Continue our Initiatives

- we continue to highlight the importance of disclosing diversity data through our communications channels and staff surveys. This includes working with our employee networks to promote and highlight the benefits of having richer workforce data to help identify future interventions
- supporting the Ethnically Diverse Employee Network (EDEN) to grow in membership through activities such as career talks by ECC staff and collective engagement on national recognised activities
- we have started using Diverse Job Boards where we have seen an increase in ethnically diverse candidates applying for roles
- to support our EDI action plan, we have started piloting diverse interview panels in Adult Care Services and Sustainable Growth with interview panellists on the pilot having gone through inclusive recruitment training. Following review of the pilots we will consider broadening out this program
- we are part of the Workforce Race Equality Standard (WRES) pilot. The WRES will support in identifying any gaps in data in relation to ethnicity

